

CAREER DEVELOPMENT ACTIVITY #6



Title: Connecting Personality to Career Clusters

Standard 8001.01: The Student will develop self-knowledge and skills related to the world of work and occupations.

Objective .0101: Acquire self-knowledge related to education and occupational exploration.



Objective .0103: Recognize the effects of changing gender roles on occupations.

Standard 8003.01 The student will utilize occupation information in the career planning process.

Objective .0301: Develop an awareness and understanding of five career fields.

Time: 45-50 Minutes

Materials:


- % Overhead of personality definition (CD 6.6)
- % Overhead of "Take An Interest in Your Future" poster (Teacher Copy, CD 6.6 **Note:** This 3 piece overlay overhead is in the Resource Box.)
- % Overhead Projector
- % 6 personality type cards (Teacher Copies CD 6.8 - 6.9)
- % 36 occupation cards [6 from each career field] (Teacher Copies CD 6.10 - 6.15 **Note:** The personality and occupation cards are in the Resource Box.)
- % 6 rolls of masking tape or magnets work great on white boards
- % Television and VCR
- % Video, "Exploring Careers: What's Right For You?"*
- % Small wrapped candy (optional)
- % Posters for each of the six personality types (Teacher Copies, CD 6.16 - 6.21 **Note:** 11 X 17 posters are located in the TLC Resource Box)
- % Chart Your Future student posters 
- % Star stickers for student posters
- % Student Record Books 

Glossary RB 20 - 21

Rationale: This is the first of seven career development activities that explore different aspects of personality. In this activity, students will be introduced to the concept of personality. They will be taught about career personality types and will be able to classify some occupations according to these personality types. This activity should be presented by a guidance counselor trained in the use of John Holland's career personality types. This lesson should be taught the day following the career development activity #5, Occupations Brainstorm.

What? In what activity will the student participate?

- (1) **[5-10 minutes]** Have students show you the class list of occupations they created in Career Development Activity #5, "Occupations Brainstorm," and ask them how they are going to determine which of all these occupations they are interested in. Ask the students if they have found an effective way to classify occupations on the class list so they would be easier to make sense of. Explain that a man named John Holland spent his entire life trying to help people figure out how to choose occupations that they would enjoy. Through study and experience he learned that one of the best ways to help people choose occupations that they would enjoy is to look at their personalities. He found that people whose personalities matched their occupations most closely were the happiest and most productive workers.

Ask the students what a personality is. In the Glossary, RB 20 - 21, of the **Student Record Books**  Have students write the definition for personality. Teachers can utilize the overhead CD 6.6:

personality – the combination of a person's characteristics and traits that make him/her a unique human being.

Ask students to list some of the characteristics and traits that make up our personalities. List these on the chalkboard as they are brought up. Possible answers include:

Interests, abilities, talents, beliefs, behaviors, physical attributes, emotions, intelligence, preferences, values.

Explain that the next several career development activities in TLC will help them better understand different characteristics and traits that are part of their personalities.

- (2) **[2 minutes]** Explain that John Holland discovered that even though we are all unique individuals, there are six basic personality types that can help people identify which types of occupations they might enjoy (These are shown on the Chart Your Future Poster, CD 6.7). **Briefly** explain each of the personality types as you tape the six personality-type cards on a wall (Teacher Copies, CD 6.8 - 6.9), leaving room for 6 occupation cards to be placed in the vertical columns below them (the personality types will be explained in more detail in a video to be shown in a few minutes).

Doer - active, likes outdoors, often athletic, enjoys working with tools and equipment

Thinker - enjoys math and science, likes to use the mind to solve problems, enjoys games which require logic

Creator - expresses himself/herself through activities such as art, music,

dance, writing, and acting; is most comfortable with free, unstructured environments

Helper - enjoys interaction with other people; relationships with friends and/or family are a top priority; good listening abilities

Persuader - likes leading others and talking others into doing things; natural sales ability

Organizer - likes to collect and organize things, enjoys using a planner, is able to keep accurate records

- (3) **[5-7 minutes]** Hand each team a set of six occupation cards (Teacher Copies, CD 6.9 - 6.14) and a roll of masking tape. Be sure that each team has one card for each of the six personality types. (You may wish to mark a team number on the back of each set of cards to avoid confusion e.g. Team 5 would include: plumber, pilot, interior decorator, police officer, salesperson, and secretary.) Each team's task is to decide which occupation card fits under each personality type and then tape it under the correct heading within three minutes. You may want to offer a small candy reward to the members of each team which gets all six occupation cards in the right column within the time limit. **Hint:** To avoid mass confusion, give each team a horizontal row in which to place their cards. This keeps the cards organized and facilitates teams changing their occupation cards to different columns if they have made mistakes.
- (4) **[20 minutes]** When the teams have finished placing their cards under the headings, silently review their work using the key below:

CAREER PERSONALITY TYPE ACTIVITY KEY

DOER	THINKER	CREATOR	HELPER	PERSUADER	ORGANIZER
aircraft mechanic cabinetmaker cook/chef farmer plumber truck driver	dentist engineer marine biologist medical tech. pilot veterinarian	clothes designer dancer fashion model editor interior decorator news reporter	coach counselor physical therapist nurse police officer teacher	advertising exec hotel manager principal real estate salesperson travel agent	accountant bank teller payroll clerk postal service secretary word/data proc.

Before rewarding the teams which placed all of their cards in the correct columns, tell the class that you are going to give them a chance to check their answers by watching an eleven-minute segment of the video, "Exploring Careers: What's Right For You." This video describes the career personality types in much greater detail. As the students watch the video, they should ask themselves two questions:



- 1) Did we place our cards under the correct headings?
- 2) Which personality types best describe me?

Show the video segment beginning with the section that discusses the Holland Hexagon (approximately 3½ minutes into the video) and ending after the counselor has described the six personality types. After viewing the video, give

each group one minute to discuss and make any changes they want in the location of their cards. One team at a time, check to see if all the cards are under the correct headings and reward the successful teams. If any cards are still not placed correctly, ask for volunteers to identify misplaced cards and correct them. Take time to explain why the changes are necessary.

So What? What will the student learn as a result of participation in this activity?

[5-10 minutes] Tell the students that having seen the video and explored how occupations can be classified by personality types they are prepared to look for patterns in their own personalities. Refer to the Holland Code personality type posters that have been placed in various locations around the room. (Hint—It is easy to put up the posters while the students are watching the video. It is also good to take the posters down prior to each class so that students don't have too many hints for the classification activity.) Point out the personality poster titles and where each is placed in the room. Ask the students how many of them have already decided which of the personality types they best relate to.

Introduce the **Chart Your Future Posters**  (CYF posters) and explain that the Chart Your Future Posters will be a useful tool for the students to keep record of or sum-up the various aspects of their personality that they will explore over the next few months in TLC. **The CYF posters will be shared with**  **parents during SEOP conferences.** Help students to understand they will be looking for patterns of consistency or inconsistency as they record results from different Career Development Activities on their CYF poster. (The star stickers can give students a visual image of the patterns of their personality.)

Tell the students that the first piece of information they will record on the CYF poster is their Holland personality types. They will do this by placing star stickers in the various personality areas with which they identify. Point out that the six Holland personality types are also represented on the student's CYF posters. It may be helpful for each student to note the terminology from the video i.e., Doer, Thinker, Creator, Helper, Persuader, and Organizer, on his or her CYF poster under the Holland Code personality type (Teacher Copy, CD 6.21). Tell each student to identify the personality area on their CYF poster that they best relate to, move to that Holland personality type poster, review the Holland poster information, collect a sticker and place it on their CYF poster in the appropriate area. (At each Holland poster have available corresponding stickers for students.) Process with the students that they have now identified their dominant personality type, but they may also recognize or identify with some other personality types. Have students proceed to the posters for their second and third personality choices and collect a sticker at each site.

Now What? What can the student do with this new information with regard to career development?

[5-7 minutes] Have the students return to their seats and record their personality types **in order of preference** in box #6 of the CYF poster . Ask students: "Now that you know this information how might it be helpful to you/" As you discuss responses, emphasize that this information will help them to make decisions about which classes to take, job shadow sites, careers in which they might be interested, and etc. Conclude by explaining that students should keep an open mind as they continue to learn more about themselves and the world of work. Teach them that career development is a process and they should not be afraid to change their minds often, especially in junior high or middle school.

*The video "Exploring Careers What's Right For You?" has been provided for each school in the TLC Teacher Resource Box. For additional copies contact: Sunburst, 10 Castleton Street, P.O. Box 1000, Pleasantville, NY 10570, 1-800-431-1934.

*Additional personality type stickers can be ordered from: Kristine Dobson, Utah Career Resource Network,

Personality:

The combination of a person's characteristics and traits that make him/her a unique human being.

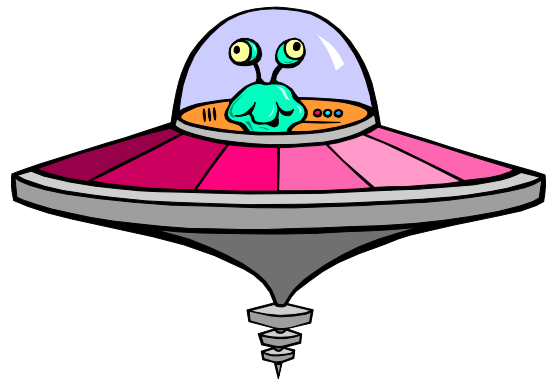
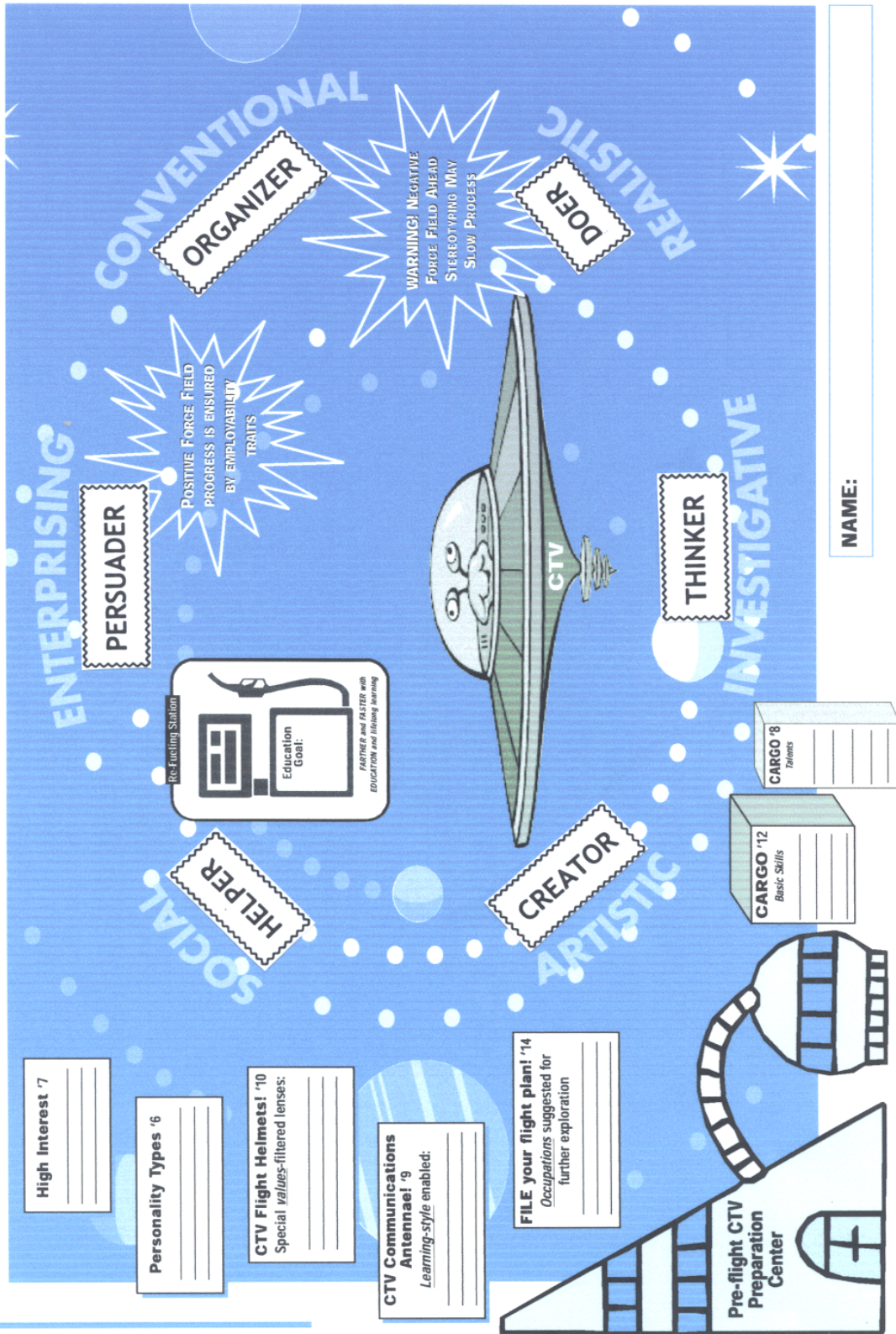


CHART YOUR FUTURE



DOER

THINKER

CREATOR

HELPER

PERSUADER

ORGANIZER

Dentist

Engineer

Marine Biologist

Medical Technician

Pilot

Veterinarian

Aircraft Mechanic

Cabinetmaker

Cook/Chef

Farmer

Plumber

Truck Driver

Accountant

Bank Teller

Payroll Clerk

Postal Service Worker

Secretary

Word/Data Processing

Advertising Executive

Hotel Manager

Principal

Real Estate Agent

Salesperson

Travel Agent

Coach

Counselor

Physical Therapist

Nurse

Police Officer

Teacher

Clothing Designer

Dancer

Fashion Model

Editor

Interior Decorator

News Reporter

The DOers ("Realistic")



"Blast off" to a career in this area if -

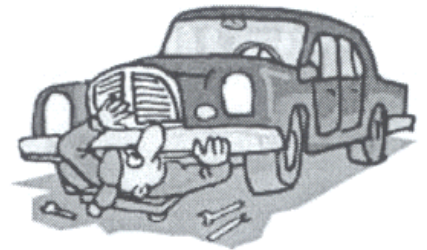
- G You have good coordination and motor skills.
- G You have mechanical aptitude
- G You enjoy using tools.



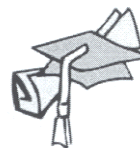
Sample occupations include:



Aircraft Pilot
 Assembler and Fabricator
 Auto Mechanic
 Baker
 Blasters/Explosives Worker
 Brickmason
 Butcher
 Cable Installer
 Carpenter
 Communications Specialist
 Construction Inspector
 Cost Estimator
 Diesel Engine Mechanic
 Electrician
 Machine Operator
 Movie & TV Camera Operator
 Radio Mechanic
 Plumber
 Press Operator
 Surveyor
 Woodworker



Sample "career ladder" occupations by education level:



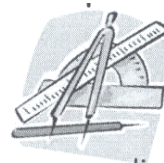
Aerospace Engineer
 (graduate degree)
 Transportation Manager
 (bachelor's degree)
 Drafter
 (1-2 years postsecondary)
 Airport Utility Worker
 (high school diploma)

The THINKERS ("Investigative")

Take a closer look at occupations in this area if -



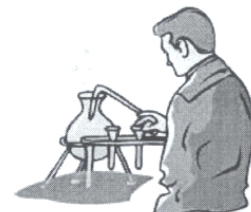
- G You enjoy science and math.
- G You are an analytical thinker.
- G You like working with ideas.
- G You prefer to work alone.



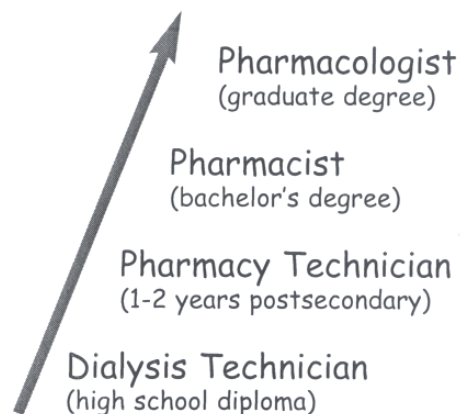
Sample occupations include:



Anesthesiologist
Archeologist
Astronomer
Botanist
Cardiovascular Technologist
Chemist
Computer Systems Analyst
Computer Engineer
Emergency Medical Technician
Forester
Geneticist
Geologist
Healthy & Safety Engineer
Landscape Architect
Physician
Robotics Technician
Toxicologist
Veterinarian



Sample "Career Ladder" occupations by education level:



The CREATORS ("Artistic")

Design a career in this area if -

- G You're creative.
- G You enjoy art, music, literature and poetry.
- G You avoid highly structured situations with lots of rules.
- G Working alone is your preference.



Check out these **sample occupations** listed by level of education:



Graduate Degree:

Composer

Bachelor's Degree:

Artist

Editor

Music Director

1-2 Years Postsecondary (includes apprenticeships)

Fashion Designer

Film Editor

Newswriter

High School Diploma

Actor

Floral Designer

Graphic Designer



Other sample occupations include:

Architect

Choreographer

Commercial Art Director

Musician

Photographer

Set Designer

Writer

The HELPERS ("Social")

Help yourself to a career in this area if -

- G You like helping other people.
- G You have good communication skills.
- G You enjoy social situations.



Check out these **sample occupations**, listed by level of education:

Other sample occupations include:

Archivist
Audiologist / Speech Pathologist
Child Care Aide / Worker
Employment Interviewer
Librarian
Police Patrol Officer
Psychologist
School Counselor
Social Worker
Teacher



Graduate Degree:

Principal
Lawyer

School Psychologist

Bachelor's Degree:

Teacher

Residential Counselor

Parole & Probation Officer

1-2 Years Postsecondary (includes apprenticeship)

Occupational Therapist

Social Director

Social Service Technician

High School Diploma

Correctional Officer

Library Assistant

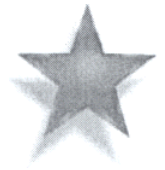
Teacher Aide



The PERSUADERS ("Enterprising")

You may be well suited for a career in this area if -

- G You like positions of leadership and responsibility.
- G You are good at persuading others.
- G You have good verbal abilities.



Here are some **sample occupations**, listed by level of education:



Graduate Degree:

Health Service Manager
Information Scientist
Operations Researcher

Bachelor's Degree

Financial Manager
Public Relations Specialist
Purchasing Agent

1-2 Years Postsecondary (includes apprenticeship)

Hotel/Motel Manager
Real Estate Agent
Travel Agent

High School Diploma

Driver / Sales Worker
Flight Attendant
Hotel / Motel Clerk



Other sample occupations include:

Advertising Manager
Customer Service Representative
Demonstrator & Promoter
General Manager / Chief Executive
Human Resources Manager
Insurance Sales Agent
Meetings & Convention Planner
Property Manager
Wholesale & Retail Buyer



The ORGANIZERS ("Conventional")



"Reach for the stars" in this career area if -

G You like working with numbers and other data.

G You pay close attention to detail.

G You enjoy highly structured situations with clear-cut rules.

Here are some **sample occupations**, listed by level of education:



Graduate Degree:

Budget Analyst

Bachelor's Degree:

Accountant

Insurance Adjuster

Loan Officer / Counselor

1-2 Years Postsecondary (includes apprenticeship)

Administrative Assistant

Paralegal

Secretary

High School Diploma

Bank Teller

Computer Operator

Credit / Loan Clerk



Other Sample occupations include:

Auditor

Bill & Account Collector

Bookkeeping Clerk

Cashier

Court Clerk

File Clerk

Payroll Clerk

Postmaster

Tax Examiner / Revenue Agent

Telephone Operator

Title Researcher

Word Processing Typist